



Defense POW/Missing Personnel Office

Operations Directorate — Fact Sheet

DoD Instruction 2310.XX, Isolated Personnel Training for Civilian and Contractor Employees in the Department of Defense

ISSUE: Preparing DoD Civilians and Contractors to survive isolation/capture with honor

BACKGROUND: The Department of Defense deploys civilian employees and DoD contractor personnel into operational environments with ever-increasing frequency. It is not uncommon to find DoD civilians/contractors working side-by-side with their uniformed counterparts in areas where they are at high risk of capture by hostile forces, and their knowledge/security clearance level makes them at great risk of exploitation by the same hostile forces. The Services train their personnel to survive isolation and capture with honor, with the Code of Conduct serving as a moral and legal guidepost for their actions. No moral and ethical code or policy exists to guide DoD civilians'/contractors' behavior in the face of a hostile captor or a hostile foreign power during war, operations other than war, or as a result of a peacetime governmental detention; nor does DoD have a comprehensive training program to prepare them for such eventualities.

DISCUSSION: On April 25, 2000, DPMO hosted a meeting to resolve major issues concerning the policy and training of DoD civilians and contractors isolated from friendly forces and possibly captured by hostile forces. Representatives from the DoD operational and legal community (the Joint Staff, the Service staffs, the Office of the USD(P&R), and the Joint Personnel Recovery Agency) convened to discuss these concerns and took first steps to change DoD Directive 1300.7, "Training and Education to Support the Code of Conduct (CoC)" to better serve DoD civilians and contractors in this respect. Attendees agreed on four key items:

- 1) The Code of Conduct does not apply to DoD civilians or contractors; i.e., there is no legal basis to hold them accountable to the provisions of the Code;
- 2) The target audience of DoDD 1300.7 must include DoD civilians and contractors;
- 3) DoD has an obligation to prepare DoD civilians and contractors to survive an isolating event; and
- 4) Task DPMO with establishing policy guidance analogous to the Code of Conduct for preparing DoD civilians and contractors at risk for capture and exploitation.

We staff a proposed "Code of Behavior" for DoD civilians/contractors with appropriate offices in DoD, but the general consensus was that without a legal basis for enforcing such a "Code," its utility was questionable. We did, however revise DoD Directive 2310.2, Personnel Recovery, to task DPMO to establish policy guidance concerning the preparation of DoD civilians and contractors.